

BCLP DIVERSITY DATA.

UK OFFICES.

July 2023.

BRYAN
CAVE
LEIGHTON
PAISNER **BCLP**



AGE CATEGORY	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
18-24	0%	0%	38%	15%	0%	6%	7%
25-34	0%	57%	53%	13%	16%	30%	33%
35-44	33%	28%	6%	29%	29%	29%	27%
45-54	48%	13%	0%	18%	42%	23%	22%
55-64	17%	2%	0%	21%	13%	11%	9%
65+	2%	<1%	1%	4%	1%	8%	1%

SEX	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
Male	65%	36%	33%	1%	45%	33%	36%
Female	32%	64%	67%	99%	55%	67%	64%
Unknown	3%	0%	0%	0%	0%	0%	<1%

GENDER THE SAME AS SEX REGISTERED AT BIRTH	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
Yes, gender identity the SAME as sex at birth	69%	81%	84%	74%	87%	87%	81%
No, gender identity NOT THE SAME as sex at birth	<1%	2%	10%	3%	3%	3%	3%
Prefer not to say / Unknown	30%	17%	6%	23%	10%	10%	16%

Figures may not add up due to rounding.

SEXUAL ORIENTATION	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
Bi	0%	1%	7%	1%	4%	2%	2%
Gay / Lesbian	2%	6%	2%	1%	4%	5%	4%
Heterosexual	84%	87%	88%	85%	86%	85%	86%
Prefer not to say / Unknown	14%	7%	2%	13%	6%	8%	8%

DISABILITY	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
Yes	4%	4%	8%	2%	6%	5%	5%
No	89%	90%	88%	98%	90%	92%	91%
Prefer not to say / Unknown	7%	4%	9%	0%	4%	3%	4%

LIMITED DAY-TO-DAY ACTIVITIES DUE TO A HEALTH PROBLEM OR DISABILITY	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
Yes, limited a lot	<1%	<1%	0%	0%	0%	<1%	<1%
Yes, limited a little	5%	4%	5%	7%	4%	6%	5%
No	72%	81%	88%	79%	90%	85%	82%
Prefer not to say / Unknown	23%	14%	8%	14%	6%	8%	12%

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ETHNICITY	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
Asian / Asian British	7%	16 6%	18 22%	3%	9%	11%	9%
Black / Black British	2%	6 2%	6 7%	8%	1%	5%	4%
Mixed / Multiple ethnic groups	3%	11 4%	2 2%	4%	5%	3%	4%
White	77%	200 79%	53 64%	80%	81%	77%	77%
Other ethnic group	2%	10 4%	3 4%	0%	1%	2%	2%
Prefer not to say / Unknown	9%	9 4%	1 1%	4%	3%	1%	4%

RELIGION OR BELIEF	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
No religion of belief	25%	34%	34%	34%	48%	36%	34%
Buddhist	0%	0%	1%	0%	0%	<1%	<1%
Christian	38%	41%	41%	43%	43%	43%	42%
Hindu	3%	3%	1%	0%	1%	3%	2%
Jewish	11%	4%	0%	0%	0%	<1%	3%
Muslim	<1%	2%	13%	0%	1%	3%	3%
Sikh	<1%	<1%	4%	3%	0%	2%	2%
Other religion or belief	2%	1%	3%	1%	1%	3%	2%
Prefer not to say / Unknown	20%	13%	4%	19%	45%	9%	12%

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PRIMARY CARER FOR A CHILD / CHILDREN UNDER 18	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
Yes	39%	22%	4%	42%	38%	30%	28%
No	44%	70%	94%	47%	58%	64%	64%
Prefer not to say / Unknown	16%	8%	2%	11%	4%	6%	8%

UNPAID CARING RESPONSIBILITIES	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
Yes, 1 - 19 hours a week	9%	4%	7%	12%	5%	5%	6%
Yes, 20 - 49 hours a week	0%	<1%	0%	0%	1%	<1%	<1%
Yes, 50 or more hours a week	0%	<1%	0%	1%	1%	2%	1%
No	73%	86%	92%	73%	88%	84%	83%
Prefer not to say / Unknown	19%	10%	1%	14%	4%	8%	10%

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SCHOOL TYPE BETWEEN THE AGE 11-16	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
State-run or state-funded school - selective	7%	11%	11%	7%	14%	12%	11%
State-run or state-funded school - non-selective	39%	42%	59%	76%	60%	53%	51%
Independent / fee-paying school	25%	24%	10%	4%	5%	9%	15%
Independent / fee-paying school - bursary	6%	3%	4%	0%	1%	3%	3%
Attended school outside the UK	10%	15%	14%	2%	16%	15%	13%
Prefer not to say / Unknown	14%	6%	2%	10%	3%	8%	7%

PARENTAL EDUCATION	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
No, neither of my parents attended university	43%	56%	39%	22%	51%	38%	43%
Yes, one or both of my parents attended university	43%	38%	37%	7%	26%	27%	31%
Don't know / not sure	<1%	1%	19%	56%	21%	28%	18%
Prefer not to say / Unknown	14%	6%	5%	15%	3%	8%	8%

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PARENTAL OCCUPATION	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
Modern professional and traditional professional occupations	31%	32%	23%	13%	31%	27%	28%
Senior, middle or junior managers or administrators	12%	15%	19%	16%	30%	17%	17%
Clerical and intermediate occupations	2%	4%	6%	6%	3%	5%	4%
Technical and craft occupations	5%	7%	12%	16%	14%	13%	11%
Routine, semi-routine manual and service occupations	5%	2%	5%	7%	1%	3%	3%
Small business owners	3%	0%	0%	0%	0%	1%	1%
Long term unemployed	3%	<1%	2%	0%	3%	1%	1%
Other	2%	5%	5%	6%	4%	7%	5%
Prefer not to say / Unknown	38%	34%	28%	36%	14%	26%	30%

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